*For **students**, please complete your self-assessment using the scale below, then send this document to your tutor.*

*For **tutors**, please complete this evaluation. You are encouraged to discuss the completed form with the intern to aid in his/her professional development. Please use the scale below to evalutate your intern's performance in the following areas:*

Legend

1	2	3	4	5	0
Unsatisfactory performance	Low performance	Strong Performance	Exceptional Performance	Top Performance	Not Applicable
Needs Improvement	Meets Some Expectations	Meets Expectations	Somewhat Exceeds Expectation	Constantly Exceeds Expectations	

CORE COMPETENCIES

	Student's rating	Tutor's rating	Student Comments	Tutor Comments
Act with Integrity • Is honest and straightforward. • Honors agreements and commitments, even when working through competing priorities. • Shows consistency between words and actions. • Maintains integrity and demonstrates ethical behavior.	5	4	Will not hide any issues and explain always difficulties	Acts with integrity but perhaps no clear opportunity to demonstrate during internship.
Promote Collaboration • Shares information with others so there are no surprises. • Involves others as appropriate to accomplish individual and group goals. • Welcomes and acknowledges the diverse ideas and input of others. • Encourages unity rather than "us vs. them" thinking.	4	3	Multiple presentations to other engineer, always try to share information between software users	Strong performance. Meets expectations.
Be Agile • Accepts needed change despite the uncertainty it brings. • Constructively deals with problems that don't have clear solutions or outcomes. • Remains calm and productive during transitions or changing circumstances. • Works to clarify situations where information, instructions, or objectives are ambiguous.	5	3	Like to think outside the box to solve a problem	Perhaps no clear opportunity to demonstrate agility internship.
Energize the Team • Celebrates others' successes. • Helps others see why the work matters. • Involves others and gives credit for their involvement. • Draws a link between the work and own	0	3		Meets expectations.
Deliver Results • Motivated to achieve meaningful results. • Brings tasks to successful completion and resolution. • Shows determination in the face of obstacles and setbacks. • Sets and maintains high standards for own	5	4	Try to give the work before the deadline	Able to find solutions by agreed deadlines.

SPECIFIC JOB ASSIGNMENT PERFORMANCE

Every student must have at least two objectives defined.

	Student's rating	Tutor's rating	Student Comments	Tutor Comments
Objective 1: Regroup several Matlab Script into one software	5	4		Modular and easy to maintain solution found. This exceeded expectations.
Objective 2: Creation of tools to post process vehicle dynamics (braking) measurement outputs	4	3		Tools were developed in agreed time and with the correct outputs.
Objective 3: Improvement of analysis routines.	4	3		Speed improvement in vbo-file reading brings benefit to multiple tools.
Objective 4: *(Please provide a brief description of the objective)*				

This section gives you the opportunity, as an experienced professional, to make recommendations that would help in the professional development of the student.

What do you consider as the major Strengths of the intern? How did he/she apply these Strengths during the internship?

Good problem solving skills, demonstrated by the solutions found throughout the project.

What do you consider as the major Development Opportunities of this student?

Needs to be exposed to more projects. I don't see a specific weakness that woud need improvement.

What would you recommend to make this student better prepared for the workplace? (e.g. courses, activities, skills acquisition, programs)?

Just take on new challenges and keep doing what you're doing.

What are your comments on the overall performance?

I am very happy with the performance overall. The targets set at the beginning of the project were easily achieved.

Would you recommend to hire?   ☑   ☐ No

Reasons:

Highly motivated engineer with good problem solving skills.